

# SALARY COMMISSION MEETING AGENDA



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## *City of Lake Stevens Vision Statement*

*We are a thriving community that promotes a vibrant economy, preserves natural beauty, and supports an exceptional quality of life for all.*

December 4, 2024 - 6:00 PM

### **TWO WAYS TO PARTICIPATE:**

**In Person: City Hall, Conference Room A, 1812 Main Street, Lake Stevens  
OR**

**Join Zoom Meeting: <https://lakestevenswa.zoom.us/j/85623581746>  
or call in at (253) 215-8782 Meeting ID 856 2358 1746**

- 1. Call to Order**
- 2. Roll Call**
- 3. Action Items**
  - A. Approve Salary Commission Meeting Minutes of October 23, 2024
  - B. Approve Salary Commission Meeting Minutes of October 30, 2024
- 4. Public Hearing**
  - A. Elected Official Salary Schedule for 2025
- 5. Adjourn**

### ***THE PUBLIC IS INVITED TO ATTEND***

*The City of Lake Stevens strives to provide accessible opportunities for individuals with disabilities. Please contact Human Resources, City of Lake Stevens ADA Coordinator, (425) 622-9400, at least five business days prior to any City meeting or event if any accommodations are needed. For TDD users, please use the state's toll-free relay service, (800) 833-6384, and ask the operator to dial the City of Lake Stevens City Hall number.*

**CITY OF LAKE STEVENS**  
**SALARY COMMISSION MEETING MINUTES**  
Wednesday, October 23, 2024

CALL TO ORDER: 6:02pm

COMMISSIONERS PRESENT: Jonathan Huber  
Jennifer Schmidt  
Michele Hampton

COMMISSIONERS ABSENT: Dixie Behn  
Kaity Hoard

STAFF MEMBERS PRESENT: Anya Warrington, Human Resources Director

OTHERS: None

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**Roll Call**

**MOTION** to excuse Commissioner Hoard and Commissioner Behn’s absence by Commissioner Hampton and seconded by Commissioner Schmidt. **MOTION** passed unanimously.

**Action Items:**

- A. Election of Chairperson. **MOTION** by Commissioner Huber to elect Commissioner Schmidt to Chairperson for the year 2024; Commissioner Hampton seconded. **MOTION** passed unanimously.
- B. Approval of November 27, 2023 Meeting Minutes. **MOTION** by Commissioner Huber, seconded by Commissioner Hampton. **MOTION** passed unanimously.

**New Business**

- A. Review current compensation and comparable cities information for Mayor and City Council. Director Warrington provided a brief presentation and overview of the information and data provided in the agenda packet. She briefly went over the current budget status, bargaining status, and the June-to-June Consumer Price Index (CPI). The Commissioners compared the salaries to the data provided in 2023 and reflected on their decisions last year. They discussed the comparable city data, the CPI, and current 3.24% cost of living budget recommendation for non-represented city staff. The Commissioners agreed to wait until next session to deep dive into further conversation until all Commissioners could be present.
- B. Schedule future meetings. The Commissioners discussed and scheduled the following meeting dates:

October 30<sup>th</sup> at 6:00pm, Sawyers Room  
November 6<sup>th</sup> at 6:00pm, Conference Room A (only if needed)  
November 21<sup>st</sup> at 6:00pm, Sawyers Room (Public Hearing)

**Adjourn**

**MOTION** to adjourn made by Commissioner Huber, Commissioner Hampton seconded. **MOTION** passed unanimously.

**MEETING ADJOURNED** at 6:46pm.

Respectfully Submitted:

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Anya Warrington  
Human Resources Director/Commission Liaison

Approved By:

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Chairperson

DRAFT

**CITY OF LAKE STEVENS  
SALARY COMMISSION MEETING MINUTES**

The Mill and YouTube

Wednesday, October 30, 2024

View full recording here: <https://youtu.be/KvoNezQ7rNA>

CALL TO ORDER: 6:01pm

COMMISSIONERS PRESENT: Jonathan Huber  
Jennifer Schmidt  
Michele Hampton  
Dixie Behn  
Kaity Hoard

STAFF MEMBERS PRESENT: Anya Warrington, Human Resources Director

OTHERS: None

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**Roll Call**

All Commissioners were present.

**Discussion**

- A. Review of Elected Official Salaries for 2024. Commissioner Schmidt provided a brief summary of the last meeting for Commissioner Hoard and Commissioner Behn. The Commissioners compared the salaries to the data provided in 2023 and reflected on their decisions last year. They discussed the comparable city data, the CPI, and current 3.24% cost of living budget recommendation for non-represented city staff. Commissioner Hampton also brought forward information regarding the 2025 Social Security cost-of-living increase (2.5%). The Commissioners also discussed the City Budget for 2025 and an overview was provided by Commissioner Schmidt. They discussed City Council salaries in comparison to other cities and had general consensus to set 2025 salary at \$1000 per month, which reflects a \$25 increase (or 2.56%). The Commissioners discussed the Mayor's salary and agreed to recommend setting the 2025 salary at \$10,619.27 per month, an increase of \$333.27 (or 3.24%), which is based off the current cost-of-living increase recommended for non-represented staff. The Commissioners agreed to change the Public Hearing date to November 20, 2024 at 6:00pm at City Hall.

**Adjourn**

**MOTION** to adjourn made by Commissioner Hampton, Commissioner Behn seconded. **MOTION** passed unanimously.

**MEETING ADJOURNED** at 6:24pm.

Respectfully Submitted:

Approved By:

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Anya Warrington  
Human Resources Director/Commission Liaison

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Chairperson



**City of Lake Stevens**  
**Elected Official Salary Schedule**

The following salary schedule is hereby filed with the Lake Stevens City Clerk pursuant to Lake Stevens Municipal Code 2.51.050(b) as a result of the Lake Stevens Salary Commission action of December 4, 2024:

City Council:                 \$1,000.00 per month (\$12,000.00 annually)

Mayor:                         \$10,619.27 per month (\$127,431.20 annually)

Dated this 4th day of December, 2024:

\_\_\_\_\_  
Jennifer Schmidt  
Salary Commission Chairperson